

WORKING AGREEMENT



Butcher Union No. 342 of Brooklyn, N. Y.

Amalgamated Meat Cutters and Butcher Workmen of North America
A. F. of L.

Meeting held Monday Evening, October 11th, 1926, in Labor Temple, of the joint executive boards of the store tender locals of Greater New York and vicinity.

Butcher Local No. 342, Brooklyn, N. Y., affiliated with the American Federation of Labor and a member of District Council, which is composed of the following Butcher Locals, in New York City and Vicinity. Locals Nos. 19, 27, 209, 211, 254, 273, 342, 404, 489, 573, 631 and 174 of New York.

On and after November 1st, 1926, all members of various Locals will work under the following conditions:

1st.—Any Market or Shop under the jurisdiction of Local 342, only members in good standing with Local 342 can be employed. Such members must be hired through the Employment Office of Local 342, located at 949 Willoughby Avenue, Brooklyn, N. Y., Brooklyn Labor Lyceum Room 13, and open in any week day from 8:00 A. M. until 9:00 A. M. Telephone Stagg 0948.

2nd.—If the Union is not in a position to furnish the required help, it will be optional with the employer to secure help from any other source, but such employees must join the Union at the next regular meeting or at the meeting of the Executive Board.

3rd.—Men employed for the first week if not satisfactory for position engaged, may be discharged ending of day work but shall be paid off at time leaving. All wages must be paid in cash on Saturday Night.

4th.—In case any employee must leave his position on account of sickness, such employee when reporting well, shall be replaced in his old position.

5th.—Storetender engaged to take the place of another man must receive union wages.

6th.—Extra help must perform same duty as steady employee.

7th.—No storetender shall perform the work of packing house man, sausage, bologna or ham makers. Such man may perform storetenders' duties in case of shortage in help, if so permitted by Local 342.

8th.—Union men may be discharged for reason, but not for service rendered to the organization, but such men must be paid off at time of discharge. The newly engaged man will come under extra pay if such vacancy was filled from Thursday on.

9th.—No member shall board or lodge with his employer.

10th.—All union men working on food products must have Board of Health certificate cards. Employers are requested to comply with Compensation Law of the State of New York. In case of Accident, must report case at proper time to Insurance Company.

11th.—Any Firm operating one or more markets of said City, can only enter into contract of said Local by signing for all markets.

12th.—No member of this Local shall work over 57½ hours in one week and shall be worked in such manner: The working hours of the first five days of the week shall begin at 8 A. M. and cease at 6 P. M., with one hour allowance for dinner. Working hours on Saturday shall begin at 7 A. M. and cease at 9 P. M., with one hour for dinner. Employees shall receive their dinner between 11 A. M. and 2 P. M. Saturdays ½ hour for Supper.

12th.—a) All members shall be in their place of Employment the first five days of the week at 7.50 A.M. and Saturday at 6.50 A.M. ready for work. The first 5 days at 8 A.M. and Saturdays at 7 A. M.

13th.—No work shall be permitted on Sundays or legal Holidays such as: Thanks giving, Christmas, New Years, Decoration Day, Fourth of July and Labor Day. But Holidays such as: Columbus Day, Election Day, Lincoln's Birthday, falling on Saturday, work shall begin at 7 A. M. and cease at 3 P. M., Washington's Birthday, work shall begin at 8 A. M., and cease at 12 o'clock noon. — The Saturday Schedule will be observed prior to these Holidays: Thanksgiving, Christmas, New Year. Any week where there is a legal Holiday wages shall be paid in full. In case of an emergency during such weeks as Thanksgiving or Christmas, overtime will be permitted and shall be paid at the rate of \$1.50 per hour.

14th.—The minimum scale of wages for storetenders shall be \$40 per week and over. Extra help for the first three days of the week shall be paid \$7.00 per day. Extra help for Thursday and Friday, \$8.00 per day, and for Saturday, \$12.00 per day and same days preceding.

15th.—Any member working in violation to this wage and hour schedule shall be fined the sum of Fifty Dollars (\$50.00) and stand suspended until such fine is paid.

16th.—In case trouble arises between Employer and Employees, no strike or lock-out can be called by either side, unless taken before the Arbitration Board, which consist of five (5) officials of Butcher Union 342 and five (5) employers operating Union Markets.

17th.—Any Firm operating a Shop or Market employing Union help under the above conditions and where the working hours in any one week do not exceed 57½ hours, is recognized as a strict Union House and is entitled to the use of the International Market Card free of charge.

18th.—That no part of this contract can be amended or changed, without first receiving consent of district council to same.

19th.—Owners of Meat Markets not employing any help, may apply for the Market Card providing such owners are operating their Markets under the above conditions, in reference to opening and closing hours of Meat Markets.

A rental for the use of the Union Market Card must be paid in advance, Nov. 1st, for the rental shall be \$5.00 per year.

The rental for the Union Market Card must be paid in advance, Nov. 1st, for the term of one year. Should there be any new partnerships formed it shall be up to the Local to decide upon their partnership whatever payment the Local decides upon.

20th.—The Market Card should be placed in a conspicuous place of the Market. The Market Card will at all times remain the property of the International Union and can be recalled at any time demanded upon the violation of this agreement.

21st.—This Working Agreement shall be in force for one year beginning November 1st, 1926, and expires October 31st, 1927.

Brooklyn, N. Y., 192.....
Butcher Union Local 342, Brooklyn, N. Y.,
A. M. C. & B. W. of N. A.

